



Council studies future DOC needs

By Bob Anez
Communications Director

With the offender population in Montana expected to grow by at least 5 percent annually, the Department of Corrections Advisory Council will spend the next two years studying how the agency can ensure that capacity keeps pace with the demand.

The 14-member council, appointed by Gov. Brian Schweitzer, will look at all portions of the corrections system – from prisons to treatment programs to probation and parole as they launch a planning process that will address needs of the system for the next 10-20 years.

“The work of this council will be crucial to how well the department will fare well into the 21st century,” said Mike Ferriter, department director. “In a system where we cannot afford to come up short in being able to handle the growth in the number of offenders, planning is necessary today if we are to be prepared for tomorrow.”

In his executive order extending the previous advisory council, Schweitzer gave the group five duties:

- Analyze the adult and juvenile offender population trends and develop long-term projections
- Determine future infrastructure needs of the department to provide needed capacity for probation and pa-



Members of the Department of Corrections Advisory Council gather with department staff for their quarterly meeting.

role, juvenile offenders, prerelease centers, substance-abuse treatment, intensive supervision, mental health treatment, and revocation and sanction programs

- Analyze the state’s partnerships with private and public providers to determine their ability to continue contributing to capacity within the corrections system
- Assess existing infrastructure in state-run correctional facilities and determine the need for renovation, expansion and improvements

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Report: Inmate growth slow

Montana’s trend toward greater use of community corrections programs and less dependence on prison is demonstrated in a new report released by U.S. Justice Department.

In 2006, Montana had the nation’s 17th lowest growth rate in the number of inmates under state jurisdiction and had the 4th highest increase in the number of offenders on parole, according to the Bureau of Justice Statistics. The state also had the 13th greatest increase

in the number of offenders on probation.

Also, Montana’s incarceration rate for state and federal offenders continued to be significantly below the national average. The report said the rate in Montana was 374 per 100,000 residents, compared with 501 for the country. That means Montana’s rate was 25.4 percent less than the U.S.

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Work dorm expansion contract awarded

Swank Enterprises Inc., a Kalispell-based construction company, won the contract for construction of an expansion of the work dormitory at Montana State Prison.

The \$2.5 million project will allow the addition of 108 beds to the building that now has a capacity of 84. The dorm houses inmates who daily work

outside the prison compound in various Montana Correctional Enterprises programs. The expanded dorm will accommodate more of the inmates who otherwise have to move back and forth to the prison each day.

"It's a better security practice because inmates who work outside the fence will be living outside the fence,"

said Gayle Lambert, MCE administrator. "It also reduces the potential for contraband in the prison and frees up space inside the prison."

Construction is expected to start in March and be complete in late fall or early winter.

The project was authorized by the 2007 Legislature.

Council

FROM Page 1

- Report findings and recommendations to the governor

The council's work will be coordinated with a corrections planning process authorized by the 2007 Legislature and funded with a \$250,000 appropriation. A committee composed of representatives from Montana Women's Prison, Montana State Prison, community corrections, Montana Correctional Enterprises, central office support programs, youth services and governor's budget office was created to begin the process of collecting information about existing programs. Jim Whaley from the Architecture and Engineering Division in the Department of Administration also is working with that group.

The committee is in the process of creating an inventory of all facilities. It will include the type of buildings, year of construction, how it is used, type of offenders housed, and problems related to the buildings.

At its first meeting in early November, the advisory council approved a work plan that calls for eight meetings over the next two years. At the second meeting, set for Feb. 12 in Helena, the council will begin reviewing offender population numbers that will be the basis for decisions regarding need for additional correctional facilities and programs.

The third meeting will be in mid-May and focus on the needs of community corrections programs and other alternatives to prison. The fourth meeting will be in August 2008 and include a review of aging infrastructure at Montana State Prison. The fifth meeting, in Great Falls, will look at the future of the state's working relationships with private and public providers.

The sixth meeting is scheduled for February 2009 for a review of the information collected by the council. A meeting in May 2009 will allow the council to finalize its recommendations and costs estimates. The final meeting in August 2009 will involve adoption of a final report to the governor.

The council includes 10 members from the previous council. The four new members are Bob Peake, who works for Youth Court Services in Helena; Kevin Madman, a social services worker for the Blackfeet Tribe in Browning; District Judge Kurt Krueger of Butte; and Kris Copenhagen-Landon, a public defender from Billings.

Returning members are Lt. Gov. John Bohlinger and Sen. Steve Gallus, D-Butte, co-chairmen; Rep. Tim Callahan, D-Great Falls; Cascade County Dave Castle, Great Falls; George Corn, Ravalli County attorney, Hamilton; Emily Matt Salois, consultant, Missoula; Sen. Trudi Schmidt, D-Great Falls; Sen. Jim Shockley, R-Victor; Allan Underdal, Toole County commissioner, Shelby; and Channis Whiteman, chief executive officer of the Crow Tribe, Crow Agency.

Boot camp supplies free firewood

By Karen Vaughn
TSCTC Administrative Assistant

It's that time of year. With winter coming, Treasure State Correctional Training Center -- the Department of Corrections boot camp -- once again made wood available to low-income and elderly citizens in the Deer Lodge area.

Every fall, a generous donation of wood is provided by Sun Mountain Lumber of Deer Lodge. A crew of city workers picks up the wood in trucks and delivers it to the boot camp outside of Deer Lodge near Montana State Prison.

Boot camp trainees cut and split the wood, and the city crew returns to the center where trainees fill the trucks with chopped wood. The trainees can fill four large dump trucks in approximately 20 minutes. The wood is then delivered to the Deer Lodge Fairgrounds where several drill instructors from the boot camp volunteer their time to help seniors load firewood onto their vehicles. About 250 cords -- enough to fill more than 150 pickup trucks -- were donated this year.

The program fulfills the department's policy of restorative justice and gives trainees the opportunity to donate their efforts to a community service. It's their way of helping needy community members. The wood-chopping chore offers a means for the trainees to give back to society, but also to work off frustration and anger. Besides the physical exertion, their self-esteem grows by helping someone else. This program would not be possible without the generosity and cooperation of Sherm Anderson of Sun Mountain Lumber and Deer Lodge community volunteers.



Treasure State Correctional Training Center is a military-style correctional program for male offenders. Once in the facility, offenders undergo both physical and mental rehabilitation in an atmosphere of strict discipline. About half the program involves discipline and physical training; the balance is treatment.

It is a rigid but positive atmosphere for change. The intensive treatment program includes classes in anger management, substance abuse education and chemical dependency counseling, high school diploma classes, accountability and relapse prevention, cognitive principles and restructuring, living skills, parenting, health education, victimology and victim impacts.

The program, lasting 90-120 days, was developed as a method of reducing incarceration costs and to decreasing the number of victims created when offenders commit new crimes.

Other community projects for trainees include cleaning and pulling weeds throughout the community of Deer Lodge, including the rodeo grounds, main street, Arrowstone Park, the football and baseball fields, and the Powell County Museum.

ABOVE: Boot camp trainees load firewood into trucks for delivery to the Powell County fairgrounds.
BELOW: Huge piles of wood cut and split by boot camp trainees. (Photos by Karen Vaughn)



P&P officers complete training

Thirteen men and women raised their right hands and vowed to abide by the Montana Department of Corrections code of ethics. The moment marked their successful completion of the latest probation and parole office basic training course at the Montana Law Enforcement Academy.

"This is a significant state agency and you play an important role," Corrections Director Mike Ferriter told the officers, who were among 18 graduates that warm November afternoon. "This is a good agency to work for. You're on a good road in terms of career."

He said probation and parole officers receive strong support and respect from both the criminal justice system and the communities where they work.

One by one the graduates' names were called and they stepped forward to be presented with a framed certificate of graduation, a framed copy of the department's code of ethics, and a solid chocolate handcuff made by Pam Bunke,

administrator of the Adult Community Corrections Division.

In his remarks, Ferriter urged the officers to bring innovation – new ideas and concepts – to their work in supervising offenders in Montana's communities. He also asked them to be "thoughtful and careful in your decisions" to avoid dilemmas created

when people act without thinking of the possible repercussions.

Ferriter advised them to avoid distractions. "Take care of yourself, follow policy and don't create problems for yourselves," he said.

He said the officers should remember they are role models and never shed the job of a Department of Corrections employee, even after the usual 5 p.m. quitting time. "That's one thing you deal with when you work for a public safety agency," Ferriter said.

Lastly, he said, the officers should pay attention to the offenders they supervise, to look for the small things that could become big problems.

Bunke reminded the officers of their achievement. "By completing this academy, you have the best training and skills available in this country," she said.

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ABOVE: Corrections Director Mike Ferriter addresses graduates of the probation and parole officer basic training course.

ABOVE RIGHT: Mike Barthel, probation and parole officer from Havre, gets his graduation certificate.

RIGHT: Graduates take an oath to follow the Department of Corrections Code of Ethics.



Company gets OK for treatment project

By Erin Nicholes
The Montana Standard

The Anaconda-Deer Lodge County Commission has approved a special-use permit for a correctional services company to move a chemical dependency treatment program from the Montana State Hospital at Warm Springs campus to a former motel outside of Anaconda.

Community, Counseling and Correctional Services of Butte applied for the permit to operate a 50-bed, 60-day treatment facility at the former Skyhaven Lodge, just off Montana Highway 43 between Anaconda and Warm Springs.

"This is conditional on the (state) Department of Corrections' needs," said Mike Thatcher, executive director of CCCS, which operates correctional and treatment programs for youth and adult offenders through government contracts.

County planning staff and planning board members recommended approval of the permit.

CCCS bought the Skyhaven Lodge and 37 surrounding acres, which are near a rural airport, about three years ago. The special use permit would allow CCCS to move Connections West — a drug and alcohol treatment program for adult males — from the Warm Springs campus to the 10-unit motel.

The company's plans call for a \$1.4 million renovation to the building.

CCCS likely needs to relocate the program because of a renovation project at Warm Springs, Thatcher said.

If all goes as planned, CCCS would expand its programs remaining at the Warm Springs campus to retain jobs there, and add about 25 new jobs at Connection West's new location, Thatcher said. CCCS employs 540 people in Montana, about 10 percent in the Anaconda area.

The program would accept people who have been court-mandated to receive treatment, and who following their stays at the facility would enter pre-release centers.

In addition to support from planning officials, the proposal has received a thumbs-up from members of the Airport Authority Board.

"The main interest for the board was security and the effect the center would have at the airport," John McKenna, board chairman, wrote in a February 2007 letter to commissioners. "We feel that our questions were answered and the main concerns laid to rest." Thatcher emphasized that the project is reliant upon the long-term need to move the program and the Department of Corrections' demands for services.

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Officers

FROM Page 4

Ron Alsbury, chief of the department's Probation and Parole Bureau, said the officers have a great job. "This is the greatest intervention opportunity on earth. Never underestimate your ability to influence those you come into contact with."

The graduating officers are Sharon Banda, Hamilton; Mike Barthel, Havre; Randy Block, Kalispell; Cole Brilz, Polson; James Cameron, Treasure State Correctional Training Center; Jay Childress and Art Gonzales, Bozeman; Jeff Kraft, Cut Bank; Landon Lamb and Melissa Lesmeister, Helena; Kenny LaMere, Great Falls; Matt Rohan, Butte; and Michael Schlattman, Missoula.

Accident victims out of hospital

The last of the Montana State Prison employees injured in a bus accident Nov. 16 was released from a hospital two weeks later.

One person died and another 26 were injured when the Tucker Transportation bus, carrying prison employees to work, struck a deer and rolled on Interstate 90 near Warm Springs. Sonja Ryan, 56, who worked in the records office, was killed in the accident.

The incident cast a shadow over the prison and the entire department as the holidays approached. Other Department of Corrections employees rallied to help the victims and their families by contributing almost \$900 to help pay for gift cards with which to buy groceries.

The state workers compensation insurance program agreed to cover claims of the employees as they began the process of recuperating from their injuries.

"This was an extraordinary tragedy for all of us, but particularly for the families and loved ones of Ms. Ryan and the injured staffers," said Mike Ferriter, corrections director. "Our thoughts and prayers are with everyone as they cope with this terrible event and its aftermath."

The bus service was started almost two years as a means of helping prison employees — many of which live in Butte and Anaconda — cope with the soaring price of gasoline and as a tool for recruiting and retaining staff. The department partly subsidized the service.

Broader focus for MCE council

The new advisory council for Montana Correctional Enterprises got its first comprehensive look at the various programs operated by the division at Montana State Prison.

Members, who met for the first time Nov. 27-28, toured the dairy, ranch, lumber processing plant, food factory, furniture shop, cannery, license plate plant, sign shop, vehicle maintenance shop and vocational education programs for much of its two-day meeting.

In his executive order creating the council – the successor to the former ranch Advisory Council – Gov. Brian Schweitzer emphasized MCE's broad responsibilities for providing "innovative and practical training and educational opportunities to inmates." He noted that the programs not only help maintain security



Members of the MCE Advisory Council tour the dairy at Montana State Prison.

variety of training opportunities, including sustainable food production.

The governor told the council to act as a forum to listen to suggestions from private business, post-secondary education, organized labor and private prison operators.

Corrections Department Director Mike Ferriter said the MCE staff is very committed to the programs it operates and sees the value in promoting success among inmates. The council's advice is important as the division works to become more efficient and effective, he said.

Ferriter noted the programs must walk a fine line between competing with private business fulfilling its obligation to offer inmates skills, work ethic and self-respect.

Two keys to the success of inmates after they leave prison are dealing with their substance abuse and holding a job, and MCE helps address the latter, he said. "We need to give them a reason to get up in the morning.

"MCE is one of the most logical things we do in corrections," Ferriter said. "It provides employment and

makes them (inmates) feel good about themselves. This is very important to us."

MCE operates much like a good-sized company, with annual spending of about \$15 million, and the council functions much like a board of directors, he said.

Gayle Lambert, MCE administrator, said, "Our most important product is our inmates – those we release to society as better persons, better citizens and better parents."

She said previous advisory councils were focused on the sprawling ranch operation and this is the first one designed to deal with all of the MCE programs.

Council members are Sen. Kim Gillan, a Billings Democrat and chairwoman; Gerald Bender, owner of Valley Foods IGA in Deer Lodge; Peggy Grimes, executive director of Montana Food Bank Network Inc., Missoula; Rep. Mike Jopek, D-Whitefish; Larry Mayo, carpenter's union official, Butte; Mike Monforton, chief executive officer of Darigold Farms, Bozeman; Cheryl Moore-Gough, extension horticulturist at Montana State University and coordinator of the statewide master gardener program, Bozeman; Brian Sheridan, president of Modern Machinery Co., Missoula; and David Yarlott, president of Little Big Horn College, Crow Agency.



MCE Advisory Council members visit the prison cannery, which supplies Montana food banks.

at the prisons, but also help prepare inmates for eventual releases by providing them valuable job skills and a sense of self-esteem that will help them become productive, law-abiding citizens.

Schweitzer's order directs the council to analyze the effectiveness of MCE programs and to make recommendations on developing new programs offering inmates a greater



Corrections Director Mike Ferriter talks with Sen. Kim Gillan, chairwoman of the MCE Advisory Council.

Audit: Treatment programs need better evaluation

The Department of Corrections has endorsed a series of recommendations by the legislative auditor for improving the way the two state prisons track the effectiveness of treatment programs.

In a meeting with the Legislative Audit Committee, Corrections Director Mike Ferriter told members he welcomes the review and suggestions.

"The department has been working toward better reporting, and improving our ability to demonstrate that treatment approaches are critical to reduce recidivism, provide better outcomes for offenders and most importantly protect the public," he said. "The recommendations in the audit will aid us in improving in these areas."

The audit, which looked at sex offender and substance-abuse treatment programs, concluded that the department should be doing a better job of measuring how effective treatment programs are in reducing recidivism. It also raised concerns over waiting lists for treatment programs at Montana State Prison.

The department needs to strengthen its treatment-related data collection and analysis, and to identify the resources needed to accomplish those tasks, the audit said. It concluded that auditors were unable to say whether treatment is working in Montana prisons.

"We believe the conclusions reached and the recommendations made in this report will help the department provide comprehensive answers to questions such as, 'Is adult inmate treatment working?'" the auditors said.

Ferriter and Gary Hamel, administrator of the Health, Planning and Information Services Division, agreed.

"The audit, which calls for a review of chemical dependency and sex offender treatment programs, will clearly aid us in not only complying with our statutory obligations, but also in fulfilling our mis-



Hamel



From The Director

Mike Ferriter

A new year always seems to nudge us all to look back on the past 12 months and take stock of what has happened and how we have lived since the calendar last changed.

The past year in corrections presented its challenges.

The bus accident in November took the life of a colleague and left more than two dozen others injured. But their fellow employees rallied behind them by raising more than \$2,300 for donation to the victims and their families. I'm very proud of this department for extending such a generous helping hand to those in need. That says a lot about the character of our employees and their caring nature.

The escape of two inmates from Montana State Prison in June sparked nationwide headlines because of the notoriety of one of the men. But our MSP staff responded and, in cooperation with local law enforcement agencies, helped apprehend the escapees a few days later without anyone being injured. Members of the prison's inner perimeter response team received a governor's award for its dedication and professionalism in assisting with that capture.

When three women walked away from the Passages program in Billings in September, it drew plenty of media attention because of the rarity of three walkaways occurring at the same time. But the three women were apprehended without incident or injury a short time later, thanks to cooperation between the U.S. Marshal Service, Bureau of Indian Affairs police and local law enforcement officials.

The decision by two men to walk away from the Helena Prerelease Center in October and allegedly team up with a pair of probationers for a four-state crime spree focused more attention on the corrections system. Once again, cooperation among officials in the four states resulted in their capture without any injuries.

Inappropriate use of the state e-mail system by some employees at Montana State Prison surfaced in November. We dealt with it appropriately, decisively and fairly. In addition to disciplining the individuals involved, we have launched a program to randomly monitor e-mail accounts of depart-

Cultural officer program exceeds goal

By Bob Anez
Communications Director

A program launched by the Department of Corrections last year to help divert more American Indian offenders from prison has been more successful than anticipated.

The goal for the first year of the pilot project was to reduce by 10 percent the number of Indian offenders going to prison from a seven-county region of north-central Montana. The program achieved a 42 percent decrease.

For a prison system where Indian offenders represent a disproportionately high percentage of inmates, this is a significant first step toward addressing that issue, said Mike Ferriter, department director.

"We borrowed this idea from the Blackfoot Tribe in Canada because it has proven there to be a successful part of their effort to deal more effectively with native offenders," he said. "These initial results show that we may have found a valuable tool for doing something about the historically high representation of Indian offenders in prison."

The program started in late July 2006 when the department hired Myrna Kuka as the state's first native cultural officer.

The intent was to develop a culturally sensitive program for Indian offenders and victims affected by the criminal justice system. Indians account for 17 percent of the male

CULTURAL, Page 9

New central office building due in 2009

The Department of Corrections central office staff could find itself in new quarters by mid-2009, but some controversy regarding the location of a new office building could affect that timing.

The agency's headquarters is scheduled to move into a new office building planned just south of Helena

as part of a new residential and commercial development, in conjunction with the new interchange for Interstate 15.

The office space, which also will house employees from the Department of Public Health and Human Services and the Board of Crime Control, will be leased to the state for 30 years. The building is expected to house several hundred workers when full.

The developer and Helena City Commission were involved in a disagreement over a utility easement that runs through the site of the proposed



The existing headquarters for the Department of Corrections

100,000-square-foot building. Commissioners have questioned whether the location is appropriate for the office building. But the developer acquired different land, eliminating the need for commission approval.

As of early January, ground had yet to be broken for the project.

The existing corrections building on 11th Avenue is an aging former dormitory used by Intermountain Union College, the forerunner of Rocky Mountain College. The basement was condemned more than two years ago, and all employees moved out, due to a serious mold problem.

Those employees occupy offices in leased space, known as the "annex," adjacent to the main building.

About 100 people work in the department's central office.

The 2007 Legislature authorized the state to enter into a lease/build agreement. The developer is SBC Archway III, a partnership between Archway Development of Denver and SBC Realty Partners of Billings. The company's proposal was the least ex-

pensive among seven.

The agencies will pay an annual rate of \$21.85 per square foot. A final decision on the size of the building has not yet been made.

A spokesman for the developers had said the original plan was for construction to begin in the spring and be complete by the middle of the following year.

Developers of the new building also were involved in the state Board of Investments office building on Helena's east side and in construction of the new federal courthouse downtown.



A new calf hutch at the prison dairy

Inmate's good idea aids prison dairy, charity

By Gail Boese
MCE Administrative Officer

Stuart Bezanson had an idea. He wasn't sure how good of an idea it was. Now he knows; a national dairy farm magazine said so.

Bezanson, an inmate worker at the Montana State Prison dairy operated by Montana Correctional Enterprises, first took his idea to dairy Manager Dave Miller this summer. He suggested using discarded, 55-gallon plastic drums over a frame of molded PVC pipe to create shelters for newborn dairy calves. The hutches are curved structures that stand about five feet tall.

The drums, which once contained various chemicals, were thoroughly cleaned before being slit open to form a covering for the hutches.

Since all calf hutches previously had been constructed of wood, Bezanson reasoned that building the new models from plastic would eliminate lumber costs.

Bezanson received permission to make the new hutches and the units have been in service on a trial basis for several months. To date, dairy officials have found them extremely efficient and economical.

In November, Bezanson saw an ad in *Hoard's Dairyman*, a national dairy farm magazine based in Atkinson, Wisc. The publication offered \$50 to anyone whose hints or ideas are published in the magazine. MCE administrators agreed to allow Bezanson to submit his hutch concept, approving his plan to donate any money received to the Toys for Tots campaign.

The \$50 check arrived in the mail by mid-November as payment for the idea that resulted in an article entitled, "Barrels see Second Life as Hutches." This check was forwarded to Ray Worthey, coordinator for the Toys for Tots Program in the Deer Lodge area.

Cultural

FROM Page 8

prison population and 26 percent of the female prison population, although they represent only about 6.3 percent of the total Montana population.

The goal was to bridge the cultural divide that Indian defendants confront in an often-confusing and intimidating criminal justice system.

In her role, Kuka provides non-legal advice to the accused including assistance in securing legal counsel, understanding the criminal justice system, involving the defendant's family, assisting probation and parole officers with pre-sentence investigation reports, and determining if the accused is a candidate for sentencing to alternative corrections programs.

Such programs include prerelease centers, probation, chemical dependency and/or mental health treatment and counseling by tribal elders.

"I found there was such a great need for somebody in that position," Kuka recalled. "It was almost at a crisis."

She said many Indian offenders she contacted would not speak to anyone but her. "I was Indian and they could relate. There was immediate trust there when they out I was an Indian."

Kuka was located in Great Falls because that city serves as "hub" for a large number of members of Indians. The area includes Indians from the Little Shell Band and Rocky Boys, Fort Belknap and Blackfeet reservations. In addition, Cascade County had the highest number of Indians committed to the Department of Corrections over the past 10 years.

The office serves Blaine, Cascade, Chouteau, Glacier, Hill, Liberty and Toole counties.

The regional public defender's office in Great Falls has provided office space and administrative support for the program, which was funded by a \$100,000 federal grant.

Of the 36 male Indian offenders Kuka worked with, 10 went to prison during fiscal year 2007. That compares to an annual average of 17.4 during the previous eight years. Kuka worked with eight female Indian offenders and none were sent to prison. In the past eight years, the annual average was 2.6 sent to prison.

"Myrna's involvement and commitment has made a difference in people's lives and her achievements in the first year give us reason to believe that continuation – and possible expansion – of the program can have a definite impact on the prison population," Ferriter said.

New drill instructor recalls training

'That first day was the worst'

EDITOR'S NOTE: After 17 years working at a Deer Lodge sawmill, wife and mother Rosemary Murphy never imagined she would spend so much time marching, about facing and square cornering. Here, in her own words, she describes the experience of attending the 11th annual Drill Instructor Academy held at Treasure State Correctional Training Center in Deer Lodge. Murphy made history when she walked away from the training with the two awards handed out to each class – one as honor cadet and the other for academic excellence.

By Rosemary Murphy

I was one of five cadets sweating our way through the 11th Drill Instructor Academy. The others were Kristopher Studney, Doug Ross, Adam Sackman and Adam Cole.

We all knew pretty much what to expect, but that first day there wasn't anything that would have prepared us for what happened. All of us had to be at the Montana State Prison training center at 8:00 sharp. They told us to sit at a table behind our nametags for a short briefing.

When that was over, they had us double-time to some squares taped on the floor and stand at attention. That's when our world was tipped upside down.

Drill instructors came out yelling orders, telling us to "hit the deck" or "snap it up," and asking us some general knowledge questions. Well, there was so much noise and commotion that after seven minutes – which seemed like an hour – we didn't even know our names.

But this is a very important process all the trainees go through on their first day. It's called "intake." There are lots of reasons why we do intake: to set the tone of the facility, establish control and break down the individual.

The program is military-orientated, so it would be just like being in boot camp in the Army or other military groups. We went through intake so we would know what trainees go through and also to understand how to empathize with them.

That first night I got home and vomited I was so stressed out. I wondered, "What have I gotten myself into?"

That first day was the worst. After that, we met at Treasure State Correctional Training Center to learn what the program was about, our part in this program and how to handle situations that we would encounter.



Rosemary Murphy is flanked by her mother, Nora Czezok, and husband Allen at her graduation from drill instructor training. (Photo by Karen Vaughn)

There was a lot of material to cover. One of the requirements of this job was that we are to run with the platoon every day, so we started running every day. Now, for some this was a cake walk, but for others like me it was a challenge. All of the cadets have some sort of military experience except me. I spent 17 years working in the Deer Lodge sawmill, so marching, doing square corners and doing about faces were all Greek to me.

But, thanks to the drill instructor and the other cadets, I got a pretty good understanding of it. In the little free time we had, we would drill each other on the required knowledge that we had to learn word for word, just like the trainees do.

I think we all spent our nights studying and worrying about the big test coming up. I lost lots of sleep over it. Well, the day of the big test came after two weeks of classes, hands-on demonstrations and a lot of note taking.

We were told two awards would be given out – one for the best score on the test and one for the most improved person in the two weeks. The cadets would determine the winner with their votes. I wasn't too worried about winning any awards; I just wanted to pass this test that had me so worried.

We took the test and, to my surprise, my score was the same as fellow cadet Sackman. To break the tie, Joe Fink, correctional manager at the boot camp, took us out to the hall one at a time and asked us a question. We

Mentally ill juveniles focus of meeting

By Bob Anez
Communications Director

Montana has not had a state treatment center for mentally ill juvenile offenders since 1989, and Department of Corrections officials have joined with the court administrator's office to take the first steps toward possibly restoring such a facility.

In a statewide video conference meeting attended by dozens of people involved in the criminal justice system, participants acknowledged the need to do something about the youth being sent out of state for treatment. Several also proposed creation of a committee to study possible solutions and make a recommendation on possible solutions.

Officials from the Corrections Department, Department of Public Health and Human Services, and the court administrator's office did not immediately determine the next step to be taken.

Corrections Director Mike Ferriter told meeting participants that it's time for the state to act. "We continue to struggle with mental health issues in juvenile offenders in this state," he said.

He outlined two questions he wants to explore:

- How does Montana want to address the challenges of youth in the juvenile justice system that present a serious mental illness, may pose a public safety risk that requires a secure residential setting, and may be low intellectual functioning?
- Is it acceptable to continue placing youth out-of-state at our current level?

"This is a place to get started," Ferriter said. "More information has to be gathered. But I felt it was time to do something about this. It's important to take a step in some direction."

Steve Gibson, administrator of department's Youth Services Division, emphasized that no decisions have been made in advance, but that one obvious option is for the state to request proposals for creation of a treatment center that would be required to accept mentally ill juvenile offenders.

He said the facility would have to serve a small number of offenders who have been diagnosed with a serious mental illness and pose a threat to public safety. Gibson noted the state has been without a state treatment center for mentally ill juvenile offenders since 1989 and many of the existing private facilities here and in other states refuse to accept some youth.



Gibson

Trish Strohman, financial and program services supervisor in the division, said the division had nine youth in out-of-state treatment facilities for a combined 1,085 days during the past fiscal year. The cost was \$115,000. So far, eight youth are out of state in fiscal year 2008 and could result in total costs of \$361,200, she said.

Youth Court probation had 46 youth at facilities in other states last year at a cost of \$657,100, and faces a potential cost this year.

'This is a place to get started. It's important to take a step in some direction.'

Mike Ferriter

Drill

FROM Page 10

didn't know who had the right answer at the time.

It wasn't until graduation that I learned I had the correct answer. So, time for graduation came around and the award for best score went to me, Rosemary Murphy (shocked and surprised).

Then the most-improved winner was announced and I almost fell over when once again my name was called. Never in my life would have I guessed I would bring home any awards after being surrounded with more knowledgeable cadets.

I know I would have never made it through those first few days without the support and encouragement of the other cadets.

After graduation, we all became corporals and started working our shifts.

Not a day goes by that we don't learn something new and, at the end of the day, we have the satisfaction that we are making a difference in these trainees' lives.

I wouldn't want any other job. Thank you to the staff that helped make this academy successful.

Going.... going....gone



The towering, but aging and sickly evergreen was believed to have been embedded in the patch of dirt since Intermountain Union College built a dormitory called Mills Hall on the site in the 1920s. The building is now headquarters for the Montana Department of Corrections. The elderly tree was deemed a danger of falling. A crew worked for several hours on a crisp October day to pare the landmark to a mere slab of wood on the ground.

Meeting

FROM Page 11

of \$818,200.

Lois Menzies, who is the court administrator, raised several questions, including whether a Montana facility would be Medicaid-eligible, whether existing privately run treatment programs would be willing to make changes necessary to accept young mentally ill offenders, and whether state-run correctional facilities for youth can provide the necessary treatment.

Menzies also wondered what procedure would be used to place youth in a state treatment center and whether creating such a program would result in youth being sent there for a higher level of care than needed.

In addition, she mentioned the need for early mental health treatment intervention to prevent children from entering the juvenile justice system in the first place.

That comment was echoed by several others speaking during the meeting, including calls for more community-based services for children.

District Judge Kenneth Neill of Great Falls said a youth treatment center would have to be located in a larger city where resources – including qualified staff – could be found. Sending children out of state is not only expensive but also prevents local officials from having much control over what happens to the youth, he added.

Placement far from home and family is not conducive for effective treatment and is “cruel to the kid,” Neill said.

Mike Otto, chief youth probation officer from Lewistown, said the price tag for a single out-of-state placement can devastate a budget.



Menzies

Tracy Velasquez of the Montana Mental Health Association said she would want to know the level of care in a treatment facility and who would be providing it.

District Judge David Rice of Havre said smaller, more rural communities lack more secure facilities and the necessary expertise to deal with mentally ill youth who get in trouble with the law. Taking children away from their families is a poor alternative, but he questioned how any treatment center would be able to find necessary staff.

John Larson, district judge in Missoula, said the region has lots of services, but faces a shortage of child psychiatrists.

Dr. Jim Peak of Billings, who provides psychiatric services at Pine Hills Youth Correctional Facility in Miles City, said 10-12 boys there require more mental health services than can be provided and they pose a danger to themselves. He said the state needs a treatment facility with 10-12 beds in a larger city, but he cautioned against allowing it to attract children that don't need to be in such a setting.



Dr. Rice

Dr. Joseph Rice, medical director at Yellowstone Boys and Girls Ranch, was one of those suggesting creation of a “multi-disciplinary” committee to determine whether an in-state treatment center would be feasible and can be adequately staffed.

Mike Thatcher of Community Counseling and Correctional Services said the notion of a treatment facility – whether run by the state or a private provider – is an “opportunity for the state to be progressive and farsighted.”

Eve Franklin, the mental health ombudsman in the governor's office, urged participants to remember that the discussion is about juvenile offenders and not about the admitted need for more community services for the mentally ill.

The need already exists for a treatment center and building one won't create the need, she said, adding the creation of such a program could become a catalyst for more community services in the future.



Blood drawing

The Department of Corrections central office hosted a blood drive Dec. 19. The Red Cross used the conference room in the annex building for the event. Organizers had set a goal of 15 pints and ended up collecting 17. At left, Myrna Omholt-Mason, executive assistant to the director, was one of the first in line to donate.

Kuka named new Indian liaison

Myrna Kuka, who has worked in the corrections field for 22 years, is the new American Indian liaison for the Montana Department of Corrections.

Kuka will take over as the department's fourth liaison Jan. 2.

The position is critical to the department as it continues to meet native cultural needs through appropriate offender programming in both community corrections services and secure facilities. Indians make up a disproportionately large segment of Montana's offender population, accounting for about 18 percent of all inmates. In contrast, Indians represent about 6.3 percent of the state's total population.

In addition to dealing with native cultural issues within the corrections system, Kuka will develop new initiatives

to increase the number of Indian employees in the department, particularly among probation and parole officers.

For the past year and a half, she has worked as the agency's first native cultural officer, a position designed to help address the cultural and communication barriers encountered by Indian offenders in the criminal justice system. (*See related story on Page 8.*)



Kuka

KUKA, Page 15

Report

FROM Page 1

average. Only 21 states had a lower rate.

"This report shows the results of the state's policies designed to put more emphasis on alternatives to prison," said Mike Ferriter, Department of Corrections director. "Only 16 states have a lower growth in prison populations and that hasn't happened by accident.

"Our goal is to do all we can to ensure only those who need to be in prison are in prison, as a matter of ensuring public safety," he said. "At the same time, we are developing new options to effectively deal with offenders, including treatment centers for felony DUI offenders and meth addicts, and expanding the number of parole and probation officers to handle more offenders under community supervision."

Ferriter noted that taxpayers spend only about \$4 a day to manage an offender on probation or parole.

The federal report showed that Montana's state prisoner population increased by only 40 during 2006, a 1.1 percent growth. That compares with an increase of 2.8 percent nationally.

During the previous five years, Montana had experienced an average annual increase of 2.6 percent, or almost 2½ times higher than the pace set in 2006.

Montana's incarceration rate of 374 has dropped significantly since fiscal



year 2004 when it was 410 per 100,000 residents.

The number of offenders on parole jumped 20.1 percent last year, or almost nine times the national average. Only North Dakota, Rhode Island and Nebraska saw larger increases. The national rate was 2.3 percent.

Ferriter attributed the change to the "dedication and hard work of the state Board of Pardons and Parole and staff at our correctional facilities." It also demonstrates the faith the board has in the department's network of prerelease

centers and parole officers to properly supervise the offenders in the communities, he said.

Craig Thomas, executive director for the citizen board, said the members – even with the increase in parolees – continue to make public safety and victim concerns top priorities in their decisions.

"The board members work very hard to ensure offenders are placed in the least-restrictive environment necessary to protect the public's safety," he said. "The increase in prerelease, sanction, revocation and treatment beds – in conjunction with the quality work done by all corrections professionals in Montana – have better prepared inmates for effective release into the community."

The population on probation in Montana increased by 5.5 percent in 2006, or more than three times the national rate. The states with greater increases were Alabama, Colorado, Kentucky, Idaho, Hawaii, New Mexico, Wyoming, Tennessee, Alaska, Minnesota, South Dakota and Virginia. The national average was 1.7 percent.

Ferriter noted the 2007 Legislature authorized the department to hire an additional 36 probation and parole employees to cope with the rising number of offenders on community supervision. That population grows by an average of about two offenders per day.

Web site adds new link for crime victims

By Sally Hilander
Victim Information Specialist

A small change to the Correctional Offender Network (CON) Web site has quadrupled the number of crime victims who register to be automatically notified when an adult inmate's custody status changes.

In October, the Department of Corrections added a direct link from CON to the VINE notification service, making it simple for victims to register anonymously for notification. Almost 800 victims

have registered for VINE since the change took effect. This compares to 200 registrations

during the first nine months of 2007.

VINE is the acronym for Victim Information and Notification Everyday, an automated phone service that Montana and many other states purchase from Appriss, Inc. in Louisville, Ky. The system downloads up-to-date inmate custody information from the ACIS offender tracking program twice a day. Once victims register for VINE, they receive notice if the inmate is

transferred to another prison, scheduled for a sentence review or parole hearing, completes his or her sentence, escapes, or dies.

Easier anonymous access to VINE is important because most crime victims fear retribution from their offenders. They believe that if they contact the Corrections Department directly for information, the offender will somehow find out. Victims can register for VINE without providing their names or addresses.

The CON-VINE link was a cooperative effort of corrections and Department of Administration information tech-

nology teams. The Appriss account manager suggested the change during a recent site visit.

To see how the new link works, log onto the CON website at <http://app.mt.gov/conweb> and select an offender on inmate status. Above the offender's photo, note the link "click here to register for notification on any custody changes for this offender." Double click for a quick ride to the

Department of Corrections VINELink site. From there, a person can choose to register for notification by phone, e-mail or both.



The Montana VINE system does not continue to track offenders once they leave prison and begin community supervision. It also does not track juvenile offenders.

Crime victims are the main VINE users, but victim advocates, law enforcement, offender families, and DOC staff also find it useful. Anyone can call the Montana VINE system at 800-456-3076 to check the custody status of an adult inmate. To find VINE in another state, log onto <http://www.vinelink.com> and click on the state map.

For more information about VINE and other victim services at DOC, call Sally Hilander at (406) 444-7461 or email shilander@mt.gov.



Kuka

FROM Page 14

"Myrna brings a strong understanding of the cultural needs of American Indian offenders within the correctional system," said Steve Barry, administrator of the department's Human Resources Division that includes Kuka's office. "Through her work in development of the native cultural officer program, she has built strong relationships with tribal and department officials and is widely respected for her work ethic and commitment to the department and native community."

Kuka, 60, was selected from a pool of 23 applicants. Born in Browning, she is a member of the Blackfeet Tribe and holds a bachelor's degree in native American human services and an associate's degree in chemical dependency.

Kuka said she is looking forward to dealing with correctional issues on a statewide basis and resolving Indian cultural problems that arise in the corrections system through a higher level of trust.

"This job is important in bridging the differences between cultures that show up as misunderstandings and communication gaps," she said.

Her tribal affiliation is a key asset in the position and in dealing with Indians, Kuka added. "I can let them know I work for a different culture, but they can be comfortable in expressing their needs and concerns.

"A lot of native Americans feel the state says one thing and does another, and doesn't hear Indians," she said.

In addition to being a department contact for Indians, Kuka said she also sees herself as a source of information about Indian culture for fellow department employees.

Kuka replaces Jim Mason, who resigned in late August after almost three years in the job.



IT chief: Computers in his blood early on

EDITOR'S NOTE: This marks the debut of a new feature that will profile a department employee in each edition of the Signpost..

By Bob Anez
Communications Director

John Daugherty's not surprised he finds himself the head of information technology for Montana's third largest state agency.

"I was interested in computers since the first time I heard about them," he recalled. "I never imagined they would be like they are today."

What computers are today is a dominant force in state government and a tool without which business and government would grind to a painful halt. And Daugherty is in the thick of it all.

"Every company or agency leans more on data to make policy decisions and measure how well they're doing things," he said.

As chief of the Department of Corrections Information Technology Bureau, he is one of the most respected in his field throughout government.

"John is one of the go-to guys and one of the leaders among IT managers in the agencies," said Dick Clark, chief information officer for the state of Montana. "I bounce ideas off him to determine the practicalities of them. There's two or three of the IT managers that I look to, and he's one of them."

Daugherty, 44, manages a staff of 25 in Helena, Deer Lodge and Billings. Together, they manage the

entire information technology infrastructure of the department. They maintain the computers, printers, servers, networks and ensure that the department's operations comply with state laws and policies.

That's no small chore. His bureau is involved in everything with ties to IT – the prison canteen system and license plate plant, fiber optics at Montana State Prison, tool and key control systems, staff scheduling programs, legal document scanning, offender management system and fingerprint scanning programs.

The office also is working on an "integrated justice information system" project that will improve the way information is shared between the depart-

ment and other government agencies.

A Billings native, Daugherty's first computer was a Timex Sinclair. That machine had just four kilobytes of memory. Today, most computers have 1.05 million kilobytes of memory. The Timex relied on external cassette tapes for storage; today's computers have hard drives with hundreds of gigabytes.

Daugherty's next computer was a classic Commodore 64. He began to dabble in databases. His first opportunity for a com-

puter class came as a senior in high school, but he wasn't allowed to take it because he already was enrolled in a math class.

He attended what was then called Eastern Montana College in Billings, with an eye toward an ac-



John Daugherty checks e-mail at his Helena office.

Pine Hills makes gains with federal library grant

By Jim Hunter
Pine Hills Superintendent

A federal grant to improve reading among offenders at Pine Hills Youth Correctional Facility is already paying big dividends.

Just 15 months after the \$134,000 funding was received, the reading levels of youth at the Miles City facility have increased by 2.36 grades.

The Improving Literacy Through Libraries funding has helped the education program at Pine Hills in a variety of ways, including an enhanced library collection, extended hours of library operation allowing youth to read books of interest, improved technology and integration of the curricula into the library resources.

Automated cataloging of books and the ability to share resources offer statewide interlibrary loans of materials for use by youth, teachers, correctional staff and clinical staff through the Montana shared catalog system.

These accomplishments are great, but the success that is most valued is grade-level improvement because that demonstrates the commitment and dedication of Pine Hill staff to the youth they serve. The result has been a

greater love of reading on a personal level for the youth at Pine Hills.

The Pine Hills staff began implementing the U.S. Department of Education grant with a meeting among school staff, information technology experts and clinicians. That produced guidance, direction and goals for the Just Read It program, such as to “enhance the library resources, improve the technology, gain access to other libraries, and complete library automation via a card cataloging system.”

One key accomplishment was the purchase of Accelerated Reader (AR) and STAR reading software. AR provides the student and teacher continuous and immediate feedback, and allows teachers to personalize reading instruction to meet the student’s individualized needs. This feedback, along with an enhanced selection of materials from which to choose, allows youth to see immediate results of their reading achievements and is a key component for youth to succeed in other subjects.

The school staff was trained by Renaissance Learning on how to use AR and how to integrate it into the classrooms. Grant funds gave Pine Hills the opportunity to hire Renaissance to

come to Montana for two days in April 2007 and maximize this training opportunity for school and clinical staff.

Library hours were expanded to include weekend operation. A part-time, contracted teacher’s aide was hired and youth are able to enjoy the library beyond normal school hours. Over 5,400 books have been purchased, extensively increasing the library’s collection of fiction, science, history, biographies and clinical materials. The native American literature and history collection was significantly expanded to meet a legislative mandate to implement Indian Education for All provisions of the Montana Constitution. Six hundred of the new books are from the Office of Public Instruction’s recommended list for native American studies.

The library has become more of a media center with the addition of five computers and a network printer. This allows youth to look up and retrieve information in a subject-specific and meaningful manner. We also enhanced technology by purchasing machines allowing youth access to word processing, AR testing for youth confined to their units and portable machines available to the teachers instructing youth on the units.

Special thanks for meeting the goals of this project go to Nancy Wikle and Rebecca Schmidt. Without their knowledge and the time they invested, this grant and the project it funded would have never happened.

Two agencies’ collaboration produces results

By Deb Matteucci
Behavioral Health Facilitator

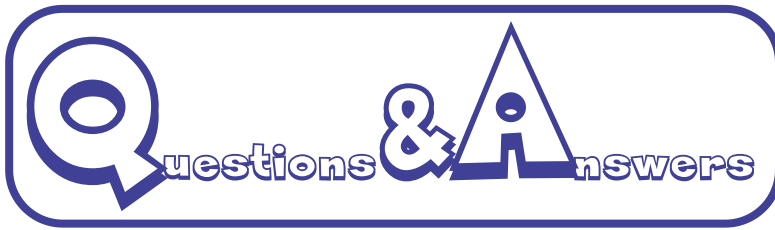
Felony offenders with serious mental illness can be difficult clients to serve. They may come into contact with the Department of Corrections or Department of Public Health and Human Services, and often move back and forth between the two over many years.

In July 2006, these two departments joined together to begin to build a bridge to connect their services for offend-

ers with mental illness. Much has been accomplished over the last 18 months.

A strategic plan was adopted by Corrections Director Mike Ferriter and DPHHS Director Joan Miles. It outlines long-term goals for the collaboration: shared planning, communications and information, resources, and treatment methods. Each day we move closer to achieving this long-term vision.

The “planks” of our bridge include several accomplish-



Inmate Phones

What does a phone call cost?

The flat-rate cost is based on a \$2.75-per-call connection fee and 20 cents per minute. A 30-minute long-distance call from an inmate at Montana State Prison, Montana Women's Prison and Pine Hills and Riverside youth correctional facilities to anywhere in the continental United States costs about \$8.75.

What happens to money collected from the calls?

Forty percent of the money goes to the facility. The prisons place it in the inmate welfare fund, which is used to pay for inmate activities and programs. The remaining money is used to pay for the service. At Pine Hills and Riverside, the facilities' share is placed in a phone fund, from which spending is determined by the superintendent based on recommendations by staff and youths.

Who handles the billing?

PCS is the contractor for the phone system. If your local/long distance provider has a billing contract with PCS, then inmate calls are billed to your home phone through your local phone company. If your local provider has no contract, you will have to establish a pre-paid account through PCS at 1-888-288-9879.

Is there a limit on the phone charges I can accrue?

Yes. With no pre-paid account, the limit is \$75 per day and \$150 per month.

Why is it important to provide phone access to inmates?

Family is a key support group for offenders and the ability to stay in touch with loved ones while incarcerated is an important tool in inmates' rehabilitative efforts.

Are inmate calls electronically monitored and recorded?

Yes, except for those to attorneys. No calls from Riverside and Pine Hills are electronically monitored.

How are calls between inmates and attorneys handled?

Inmates can request to have attorney phone numbers added to the list of "attorney privileged calls." The calls are subject to the same charges as other inmate calls. No charge is applied to juvenile offender calls to attorneys.

Why are non-attorney calls monitored and recorded?

Security concerns require this to protect the public from harassment, unwanted calls and illegal activities.

Why can't inmates have cell phones or phone cards?

Tracking and accountability are not possible. Security features can be bypassed, calls cannot be tracked or monitored and cards do not allow officials to determine who actually uses a card.

NOTE: The following information is applicable to the four state-run facilities housing a majority of incarcerated offenders: Montana State Prison, Montana Women's Prison, Pine Hills Correctional Facility and Riverside Youth Correctional Facility. Crossroads Correctional Center in Shelby, Cascade County and Dawson County regional prisons, and the assessment and sanction centers are not operated by the state. For information about inmate phones at one of those facilities, you may contact:

Crossroads – Jim Vollrath, 434-7415

Cascade County – Wayne Bye, 727-1930

Dawson County – Dale Henrichs, 377-7687

Missoula Assessment and Sanction Center – Dan Malouhney, 258-4021

Billings Assessment and Sanction Center – Mindy Brookshire, 294-9609 ext 243

What do I have to do to talk on the phone to an inmate?

Only collect calls from adult inmates are allowed and, to receive a call, you must accept the charges. To receive a call from a juvenile offender, your number must be on the offender's pre-approved list. Phone calls with juvenile offenders are arranged through the youth's case manager.

What happens when I receive an inmate call?

You are informed you have a collect call from an inmate at the specified facility and are give four options: Accept the call, refuse the call, block calls from the facility or get a rate quote for the call.

Why can't I call an inmate?

Security is a primary concern and officials must be able to track inmate contacts.

Are there certain hours in which inmates can call?

6 a.m.-10 p.m. at Montana State Prison and Montana Women's Prison. Calls are prohibited during emergencies or lockdowns. Riverside and Pine Hills – Friday evenings, weekends and holidays, and other non-program hours.

Are some inmates not permitted to make calls?

Those in confinement for disciplinary violations. Phone calls are a privilege, not a right and access can be affected by an inmate's behavior.

How long can a call last?

Montana State Prison and Montana Women's Prison – 30 minutes; Riverside – 15 minutes; Pine Hills – no limit.

Agencies

FROM Page 17

ments for which we can all be proud. Improved coordination has resulted in numerous memoranda of understanding.

One example is offenders sentenced under a guilty but mentally ill conviction. The two departments intend to treat these offenders the same with regard to sentence calculation, victim notification and tracking their status through the criminal justice system, regardless of which department has custody.

Another MOU created the Probation Intervention Project. This project dedicates a limited number of inpatient chemical dependency treatment beds for offenders on probation who are at risk of revocation to secure custody due to substance abuse.

A third agreement created the framework for a treatment and exami-

nation program for offenders with serious mental illness who require secure custody due to their criminal acts. This program would meet the security needs of DPHHS and the treatment needs of corrections when dealing with this vulnerable and challenging population.

Legislative interest in mentally ill offenders has resulted in five interim studies. They include a review of alternative sentencing options for offenders with addictions or mental illness, a study of the mental health needs of adult and juvenile offenders, and an analysis of the pre-commitment process.

The 2007 Legislature also supplied funding for two new innovative programs to provide mental health treatment services and medications to offenders who have a serious mental illness, but do not meet eligibility criteria for other publicly funded programs. Often these offenders “fall through the cracks” and these pro-

grams are designed to support them as they transition to community settings. The new programs include dedicated prerelease beds, specialized training for probation and parole officers, and benefit enrollment assistance for eligible offenders.

As we begin 2008, both departments are looking ahead to the future. The bridge is taking shape and we encourage staffs of both agencies to get involved by looking at their programs for opportunities to share planning, communication, resources and treatment.



Matteucci

Daugherty

FROM Page 16

counting degree. But after nearly three years, he had to leave school to help run his father's business. He eventually obtained an associate's degree in information technology in the mid-1990s.

Computers were never far from his mind. While taking his accounting courses, he found his mind wandering and wondering how computers could become a force in the accounting world.

What intrigued Daugherty was the power of the computer – to allow editing of documents in word-processing programs and to solve problems. “You had to ask logical questions and it would answer so much faster than you could even hope to,” he said.

He remembered a friend developing a program for predicting the outcome of horse races. It was both accurate and lucrative, as his friend was able to sell his forecasts.

Daugherty said he always seemed to have a knack for troubleshooting computer problems and that's served him well in his career. He spends a lot of time reading about evolving trends and developments in the industry. It's how he has to keep up in the fast-changing world of computers.

He began his career in corrections on the help desk in 1998. He rose through the ranks as lead technician and network administrator before becoming bureau chief five years ago.

Daugherty knew corrections was a good fit after his first year with the department.

“Originally, it was a stepping stone to get my foot in the (government) door,” he said. “But because of the people here and the opportunity here, I made the determination that I didn't want to go anywhere else. People here have a passion for what they do; they really want to help people.”

Clark has seen that attitude in Daugherty as well.

“He truly believes in corrections,” the state IT chief said. “It's truly his calling in some respects. He believes in the mission of the department and what it's trying to do for society, and he believes IT can be a big part of that.”

Daugherty is a member of the executive boards for the National Consortium of Offender Management Systems and the Correctional Technology Association. He also is past chairman of the state Technology Managers Council. He and wife, Pam, have three children.

In the end, Daugherty said the satisfaction he finds on a daily basis is a simple matter of lending a hand when one is needed. “It's when somebody comes to you with a problem and you're able to solve it for them so they can do their job better and more efficiently,” he said.

Study: Pine Hills program effective

By Steve Gibson
Youth Services Administrator

Pine Hills Youth Correctional Facility started cognitive behavioral and social learning treatment programming in 1995. National research has found this program to be one of four in the country that has proven to reduce recidivism while helping our youth become productive members of society.

Shortly after the formation of the Youth Services Division in 2001, the decision was made to expand training to all staff in order to implement this

program throughout the division, including Pine Hills, Riverside Youth Correctional Facility, transition centers and parole. Also during this time we instituted motivational interviewing, cultural specific programs, as well as the trauma symptom checklist for youth.

In 2003, we brought to Pine Hills a respected and well-known national expert in juvenile justice in relationship to programming that works. This individual was Dr. Ed Latessa from the Center for Criminal Justice Re-

search at the University of Cincinnati in Ohio.

We also decided at that time that we would evaluate the effectiveness of our programming at a future date. This was done, not just because people are demanding that we do programs that show positive outcomes in relationship to efficiency as well as reduce recidivism, but because it was the right thing to do. In September 2007, we asked the experts to evaluate the programming at Pine Hills.

STUDY, Page 21

Intern assists policy unit

When the Department of Corrections began looking for a Carroll College student to fill an internship position with the agency's policy unit, who would have thought a senior English major – with a writing emphasis – would apply and be truly motivated to assist with the daunting task of updating 100 remaining department policies?

Lucas Christenson, who began his internship on Oct. 2, was recommended for the position by the chair of Carroll's English Department.

Christenson first saw Carroll when he was a 17-year-old visiting from his home in Aitkin, Minn., which is in the northeastern part of the state near Duluth. He toured Carroll when he was a junior in high school and recalled thinking the small, private liberal arts college was what he wanted. But other amenities drew him as well. "The Great Divide (ski area) gives Carroll students a good deal on lift tickets," he said.

His more serious side reflects his high regard for the advisers and faculty at Carroll, and his love of literature and writing. Displaying his practical side, he acknowledged he applied for the internship, not because he was looking for a career in policy writing or corrections, but because he needed professional writing credits for his major requirements.

Mary Greene, who heads the policy unit and supervises the position, said, "Lucas arrived with technical writing skills, jumped right on the challenge of formatting and editing outdated policies, took on some tough policy-writing assignments, and helped the HR (Human resources) Division with its personnel manual."

On Dec. 18, Greene and Christenson took a pre-holiday tour of Montana Correctional Enterprises, Treasure State Correctional Training Center and Montana State Prison. MCE operates prison industry and work-training programs and Treasure State is the state boot camp.

By mid-January, Christenson will have his credits and a glimpse of correctional policy and culture. Thanks to him and Carroll College, the department made great strides in the policy department.

Column

FROM Page 7

ment staff in hopes of deterring a repeat of the problem.

Through all this, Department of Corrections employees stayed focused on their duties and responsibilities, never losing sight of the need to properly supervise thousands of offenders under state jurisdiction in prisons and communities. Our employees maintained their spirit, camaraderie and commitment to doing their jobs and protecting public safety.

The corrections field can present us with a rocky road sometimes. How we handle those difficult times, how well we bounce back from adversity and how dedicated we remain to serving Montanans is the true measure of our character.

Truly, we are a resilient group. This past year demonstrated that in shining fashion. We deserve to be proud of the work we do and equally proud of the people we are. To all the corrections employees, congratulations on a job well done and have a safe, happy and healthy new year.

Audit

FROM Page 7

sion and the direction I have been given by Gov. Schweitzer,” Ferriter told the committee.

He expressed some frustration with the lack of a modern and versatile offender management system that would allow the agency to better track offenders, including inmates who undergo treatment.

“We’ve had information systems that haven’t been easy to work with,” he said. “We have done tracking in a variety of different ways, but the entire system definitely needs to get better.”

Hamel outlined a plan to address issues raised in the audit. He noted the department is in the process of developing a new offender management

system that will be operational in March.

The department will make it a top priority to expand that new system to allow for improved tracking of in-

‘We have done tracking in a variety of different ways, but the entire system definitely needs to get better.’

-- Mike Ferriter

mates who have been in treatment so that the effectiveness of the programs can be measured on a broad and consistent scale, Hamel said.

“The department believes that its treatment programs – based on programs and practices implemented and

shown to be successful elsewhere – are effective in rehabilitating offenders,” he said. “However, the department also agrees with the auditor’s assessment that our determination of programmatic successes is primarily anecdotal and lacks the support of formal, verifiable treatment data from Montana programs.”

Hamel said the department will develop estimates of the resources needed to establish a comprehensive program for monitoring outcomes of the treatment.

“The department will develop a formal system for ongoing treatment program evaluation and reporting of treatment program effectiveness,” he added. “This system will include a strategic plan designed to optimize both human and financial resources in achieving success in department treatment programs.”

Study

FROM Page 20

Jody E. Sleyo and Paula Smith, assistant professors at the University of Cincinnati, evaluated Pine Hills’ treatment program using the evidence-based correctional program checklist (CPC) in September 2007.

The objective was to conduct a detailed review of services and program materials, and to compare the current practices with the literature on “best practices” in corrections. The assessment, citing Gendreau, 1996; Smith, Goggin & Gendreau 2005, says, “Research in the field of corrections suggests that cognitive behavioral and social learning models of treatment for offenders are associated with considerable reductions in recidivism”

The CPC examines two things. Capacity includes leadership and development, staff characteristics, offender assessment and treatment. Content includes offender assessment and treatment. The review looked at 77 items and, because some items are weighted more heavily than others, a total of 83 points was possible.

Both areas and all domains are scored and rated as either highly effective (65% to 100%); effective (55% to 64%); needs improvement (46% to 54%) or ineffective (45% or less).

The University of Cincinnati has assessed over 400 programs nationwide and the assessment report says approximately 7 percent of the programs assessed have been classified as highly effective, 18 percent have been rated effective, 33 percent have been classified as needs improvement, and 42 percent have been labeled ineffective.

During an on-site visit to Pine Hills, Sleyo and Smith interviewed staff members and program participants, gathered data from files and other program materials and observed treatment groups. They combined data into a consensus score.

I am proud to report that Pine Hills scored 57.1 percent and, therefore, among just 18 percent of programs in the nation that are classified as effective. This is not to say that some areas were not found to be in need of improvement, which should help us in the future to enhance our program

and make changes as needed. One area specifically that needs to be addressed is Youth Services Division not having a data system that tracks all services.

Special thanks for the cooperation and commitment of our staff to our mission, including but not limited to Pine Hills Superintendent Jim Hunter, Riverside Superintendent Cindy McKenzie and Youth Services Community Corrections Bureau Chief Karen Duncan. Also, instrumental to the success are the parole and institutional staffs responsible for the daily implementation of this program that provides appropriate services to youth while assuring the taxpayer sees the benefits of the positive outcomes.

CCJR

Center for Criminal Justice Research

The Training Times

**Teach
Learn**

Hunter named training manager

By Curt Swenson
Staff Development and Training Bureau Chief

Lisa Hunter, who has been training specialist for the Department of Corrections, is the new training manager for the agency's Staff Development and Training Bureau. She replaces Wayne Ternes, who took a position with another state agency.

In her new role, Hunter oversees the department's training center at Deer Lodge, training records management, distance-learning initiatives and all in-service training for the department.

A native of Deer Lodge, Lisa began her career with state government more than 20 years ago when she took a position as a data entry operator with the Department of Justice's Title and Registration Bureau. While there, Hunter worked her way through the ranks to the position of dealer clerk.



Hunter

In 1998, Hunter joined the Department of Corrections as administrative support in the Training Unit. During that time, she developed an interest in training courses and began to instruct classes when she had time.

Her interest in the classroom became a career move in 2000 when she was promoted to the position of staff development and training specialist. In that role, Hunter worked hard to gain as much knowledge and experience as her busy lifestyle would allow.

Between her normal duties at work, moto-cross races with her three sons, homework, volleyball, instructing aerobics and Girl Scouts, Hunter managed to attain certifications in many areas, including defensive tactics, nonviolent crisis intervention, medic first aid, multi-generational workforce, sexual harassment and rape prevention, and instructor development.

HUNTER, Page 23

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Time for new year's training resolution

By Armando Oropeza
CDOB Program Manager

EDITOR'S NOTE: Before being corrections and detention officer basic (CDOB) training manager at the Montana Law Enforcement Academy in Helena, the author was a member of the U.S. Air Force.

With the holidays upon us and new year's resolutions being made, one thing to keep in mind is training. Why, you might ask. Well, one of your resolutions should be: "The training I will attend in 2008 is"

Do you need to improve your verbal or non-verbal communication skills? Or perhaps you need to understand the different generations of workers within the workforce?

Hunter
FROM Page 24

Hunter also became very involved with the Montana Correctional Association, for which she is secretary. She is also the Montana representative to the Western Correctional Association.

"Her experience and background made her the perfect fit for training manager," said Curt Swenson, chief of the training bureau. "The bureau, Department of Corrections and the state of Montana are fortunate to have an employee like Lisa. She embodies professionalism, models high ethical standards and brings a terrific attitude to the office every day."

improve yourself with training, a professional new you will emerge.

So, I challenge you to make a new year's resolution for 2008 and enhance your "tool box" for a better you. What training will you attend?



As the new year begins, we also need to keep in our minds those that are serving for our safety both at home and abroad. That includes the members of our armed forces overseas and public safety officers –

corrections and law enforcement – here at home. Take time to thank someone in these capacities and keep them in your prayers. They serve with dedication and honor, so that we may enjoy our lives.

Training Schedule

Staff Development / Training Bureau

NOTE- To view our updated Training Calendar or to view upcoming training opportunities outside of the Dept., visit web page at <http://www.cor.state.mt.us/Resources/Training.asp> or check us out on the Intranet at http://mycor/Human_Resources/Training.asp

January	Time	Course Title	Site Location
15	8am-12pm	Multi-Generational Work Force	DOC Training Center
22-24	8am-5pm	CP&R	Montana Womens Prison - Billings
February	Time	Course Title	Site Location
4-6	8am-5pm	Imagine 21 (Phase I)	DOC Training Center
7-8	8am-5pm	Imagine 21 (Phase II)	DOC Training Center
March	Time	Course Title	Site Location

Letter: Training value easy to see

EDITOR'S NOTE: The following letter emphasizes the importance of training. It was written by Jose Garcia to Armando Oropeza, corrections and detention officer basic (CDOB) training manager at the Montana Law Enforcement Academy. Garcia, a former student of Oropeza's, now is a correctional officer at the Montana Women's Prison.

Why we do our job and do it right...

I want to thank you, Armando Oropeza the CDOB training Officer, for all your hard work you put into CDOB. It really helped me to realize that no matter how long you have been on the job it's up to everyone to do their job and do it right.

I was working one Friday night as a doorman at a nightclub. There were a couple of guys having words inside the club, one of which was an gang member and wearing his colors. We escorted the men out of the building, and normally that would be the end of our involvement, but the circumstances changed.

There ended up being a group of people outside trying to fight. We called the police, of course, but before they got there I heard one guy say that "he was strapped." We called the police back to tell them there was possibly someone with a gun involved in the incident.

I could hear sirens approaching and I saw this guy, who was claiming to be strapped, start reaching into his pants. Since I happened to be standing next to him, I grabbed his arm and told him that it wasn't worth it. He tried to curl his arm, so I immediately distracted him and put him in a transport wrist lock.

At that same time, the first arriving police officer was getting on scene.

Now here is the part that sticks with me, and we talked about it in class. I escorted this guy in the wrist lock to that first arriving police officer and said, "You might want to pat search this one for weapons."

Since the police were there, I went back inside the building so that I could finish what I was doing. When I looked out of a window I noticed this same guy getting into a car and leaving. I went and asked the police officer if the guy had any weapons and was told no, so I figured he was just fronting about having a gun.

I saw this guy the next day and, knowing him from the club, I felt comfortable enough to ask him why he was fronting about having a gun. He said that he wasn't, he did have one, and it was on his ankle. The police officer didn't even check down by his ankle because of the other people and commotion in the street. It made me mad at first because I thought this is how officers die.

Then it made me even madder, because I thought about my friend that works at the county detention center. What if this police officer were to bring him in and claim to have already pat searched him. Would my friend, who was a new detention officer, pat search him again? Or would a more experienced detention officer who has had a long working relationship with this officer just take the police officer's word and not pat search him again?

This brought a new found respect for what I learned at CDOB and how it can happen close to home. So I really wanted to tell you thank you again for all your hard work.



The Department of Corrections Training Bureau met Dec. 17-20 to work on the bureau's goals and objectives, review the training policy and procedure manual, schedule training courses, review the training plan, and prepare for the in-service training specialist position and adult community correction's training specialist. The staff also started developing e-learning opportunities that will be available to staff utilizing the distant-education program. Watch for more information in the next newsletter. Left to right: Curt Swenson, Geri Mason, Lisa Hunter, Ted Ward, Rae Forseth and Armando Oropeza.

Did you know...

A quick way to lock your computer is to press and hold the "Windows" key, then the "L" key.



Degree still within grasp of busy workers

By Lisa Hunter
Training Manager

Have you thought about going back to college to get your college degree? But does the cost, time away from work, travel demands and classroom time seem just too overwhelming?

If that's the case, you might want to explore enrolling in an online college program.

Carrie Beach, a case manager in the chemical dependency unit at Pine Hills Youth Correctional Facility in Miles City, did just that. She researched a lot of colleges and finally chose Bellevue University, based in Bellevue, Neb.

After a lot of hard work and time, she received her bachelor's degree in

corrections administration and management on June 2.

"I cannot believe how many doors this has opened for me already," Beach said. "It's very doable. For anybody, those opportunities are there. It's not that expensive. If anyone has questions, send them my way."

Beach, 37, has worked for the Department of Corrections for almost 11 years. She started as a correctional officer at Pine Hills for 8½ years, but always wanted to do more in corrections. However, she found herself limited by the lack of a college degree.

After Beach obtained an associate's degree in psychology from Miles Community College in 2005, the Department of Corrections offered her a

training position as a substance-abuse counselor at Pine Hills, with the requirement that she earn a bachelor's degree to become a licensed addictions counselor. She will take the addictions counselor test this spring.

Beach and husband Mitch have three children: Ari, 21; Joey, 11; and Eli, 9. While Beach worked on her degree, her husband obtained a bachelor's degree online and son Ari attended a traditional university.

So, for those who wonder whether they can work, raise a family and get a college education to further their careers all at the same time, Beach is proof it can be done.

Northwest prerelease center

Local committee to assess support

Plans are progressing for establishing a prerelease center in northwestern Montana, with a goal of opening the doors of a privately run facility near Kalispell by mid-2009.

Kerry Pribnow, prerelease center contract manager for the Department of Corrections, said he hopes to have a request for proposals issued by July 2008.

But, first things first.

Kalispell and Flathead County officials have agreed to appoint a special committee to determine the level of public support for the project in that area and, if the backing exists, where the 40-bed center should be located.

Pribnow said officials have indicated they will try to name 12 members to the committee by mid-January.

The committee is a critical part of the process because it gives the community a voice in whether and where the prerelease center will be built, he said.

"We're not going to come into your community, your backyard and shove it down your throats," Pribnow told a gathering of Flathead-area government officials in early December.

Prerelease centers hold offenders who are preparing for release into communities on probation or parole. The offenders must have jobs and pay a portion of the costs of staying at a center. They are intended to help offenders prepare for a less-restrictive level of supervision.

The state has six prerelease centers in Billings, Bozeman, Butte, Great Falls, Helena and Missoula. The department asked for and received legislative approval and \$1.9 million in funding to establish a center in the northwestern part of the state, because that is the largest region without such a facility.

Pribnow noted that Flathead County accounts for about 1,300 offenders in the state corrections system, the fourth largest among all 56 counties. Establishing a prerelease center there will allow some of those offenders to be closer to home and family while serving some of their time, he said. The other prerelease centers around the state have about 86 offenders from the Flathead area.

"The Department of Corrections wants them to come home with the best opportunity to succeed, with access to a job, education and treatment," Pribnow said.

He said that, as is the case with other prerelease centers, a local screening committee will make the final determination of which offenders are housed in a Kalispell-area facility, if one is opened.

The department also is considering creation of a 20-bed prerelease center on the Flathead Reservation to serve American Indian offenders in a program tuned to the cultural needs of those offenders.

Comings

EDITOR'S NOTE: These lists of new and departing employees are for the period from Sept. 14, 2007 through Dec. 21, 2007. If you notice any errors or omissions, please call the *Signpost* editor at (406) 444-0409, or e-mail him at banez@mt.gov.

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Dawn Axtell
Willard Axtell
Leslie Black
Steven Collins
Ryan Culshaw
Trisha Dixon
Terry Durkin
Robert Engle
Jesse Erenberger
Jody Ewalt
Bradley Fitzpatrick
Gayle Gaffeney
Donald Gerstein
Trevor Glennon

Wesley Harr
Barbara Hartman
Jacob Hasley
Michelle Heald
Coryn Henderson
Adam Hocking
Jack Hocking
Bobby Jackson
Chelsee Jahner
Daniel Johnson
Tanya Jones
Kim Karlsson
Avery Laboy
Harry Lee
Sandra Loch
Lisa Mantz
Richard Massey
Dawn Miller
Jason Miller
Shawn Moorman
Colin Morrison
Amy Myers-Noll
Frannie Nimmo
Lorraine Noda
Kiven Olson
Dawn Phillpott
Teresa Pierson
Ginger Randolph
Jessica Sanchez
Joe Sanderson
Katrina Shore
Thomas Toshach
Thomas Simkins
Mark Williams

Montana Women's Prison
Dawn Devor

Pine Hills Youth Correctional Facility

Michelle Cummings-Shook
Jamie Fisher
Alice Hougardy
Jeff Hyatt
Steve McCollum

Probation and Parole

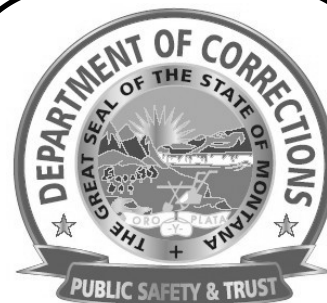
Rena Ayres, Kalispell
Thomas Chvilicek, Helena
Lloyd Dopp, Sidney
Richard Jones, Kalispell
Josh Lachenmeier, Great Falls
Holly Matkin, Havre
Valerie McNeill, Billings
Tammi Reimer, Billings
Megan Schaack, Billings
Adam Silverness, Bozeman
Karla Warner-Grimes, Glendive

Riverside Youth Correctional Facility

Terry Carlson
Scott Sperle

Treasure State Correctional Training Center

Rosemary Murphy
Kristopher Studeny



Montana Department of Corrections Mission

The Montana Department of Corrections enhances public safety, promotes positive change in offender behavior, reintegrates offenders into the community and supports victims of crime.

Next Signpost Deadline

Deadline

Edition

March 31

Spring

Goings

Tom Anderson
Lawrence Bearley
Peter Big Hair
Crystie Burnette
Erik Carlson
Paul Clark
Charles Coon
Mark Doering
Joshua Farley
Randy Fleming
Tere Gabel
Carlos Garcia

Lana Good
Jerald Goss
Randy Hagerman
Stephen Hansen
Marcie Hoff
Robert Hoffman
Aaron Hoppe
Joshua Horn
Sandy Hough
Robert Hust
Jordan Larson
Brandon Loomis

Christine McGuire
Patricia Mead
Ronnie Moore
Patrick Pomeroy
Chad Prowse
David Robbins
Karen Skolrud
Roland Smathers
Leah Stauffer
Leah Vetter

The Correctional Signpost is published by the Montana Department of Corrections at the central office, 1539 11th Ave., P.O. Box 201301, Helena, MT 59620-1301.

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